

## 15<sup>th</sup> March 2017 – Full Council meeting - Employee Information - Questions and Responses

1) The difference in the proportion of employees who identified themselves as having a disability (2.9%) (page 753), compared to the proportion of employees who were subject to the disciplinary process who identified themselves as having a disability (9.5%) (p788)

Response - It is clear that the % of disabled employees who were subject to the disciplinary process in 2016 (9.5%) significantly differs to the % of disabled employees in the workforce (2.9%) – it should be noted that the number of discipline cases involving disabled employees was 14 out of a total of 148 cases. It is difficult to identify the reason why there have been 14 cases involving disabled employees. The employee information gathered for the Equality Mainstreaming report is to be used to better perform the general equality duty (as required under the legislation). The employee information for 2015 and 2016 will therefore be passed to the equality groups in HR for perusal and identification of any issues of concern. As part of this, the figures mentioned above will be given to the Disability equality group who will be asked to examine what the reason might be for the disproportionate figure and whether action may need to be considered. It is not believed that there is discrimination occurring against disabled employees, through managers unfairly subjecting them to the disciplinary process, with no evidence of this having come to the attention of HR over the last year. The HR teams will, however, be asked to stay alert for any unfair practice when involved in discipline cases, to help ensure that employees are treated fairly.

(2) The accuracy of the figures on page 812 with regard to applicants for employment with a disability in 2016 having been 12,160 with only 2.7% successful.

Response - Having checked this query it can be confirmed that this was an administrative error. The figure of 12,160 was the number of applicants in the Education Authority in 2016 who did not have a disability, with the figure in the box below of 430 being the number who did have a disability, giving the percentage of 3.3% as having a disability. These figures and percentages will therefore be switched around (so that they are in the correct boxes in the table) in the version of the Equality Mainstreaming Report that is to be posted on the Council's external website.

(3) The accuracy of the figures on page 764 with regard to the number of white-Polish applicants for employment increasing from 677 in 2015 to 1,252 in 2016.

Response - It can be confirmed that this figure is accurate, having been the figure produced from the Council's recruitment system. The increase in applications from white-Polish candidates amounted to 575 between the two years. It should be noted that there was a significant increase in the overall number of job applications to the Council between the two years, and this is likely due to the oil down turn in Aberdeen

## **Appendix 1b**

and the number of lay-offs in the oil and related sectors, meaning that more people than usual were looking for employment, and choosing to apply for Council posts. This included an increase in applications from white-Polish candidates. It may also have been the case that more applicants were choosing to submit multiple applications, rather than applying for one specific post, in particular if they were in an unemployed situation.